

ASEAN Framework and Action Plan for A Just and Inclusive Transition to Green Jobs 2025-2030

Session 5: Reflections – Mapping Opportunities for ASEAN Cooperation



Promotion of green jobs and green skills in ASEAN

- ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth (2018)
- Joint Statement on Actionable Plan for Green Jobs Towards a Sustainable and Inclusive ASEAN Workforce (2025)



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ASEAN Green Jobs Forum

- 2024, 2025, 2026



Baseline information:

- Regional Study on Green Jobs Policy Readiness in ASEAN (2021)
- Rapid Assessment and Comparative Analysis of Green Jobs Framework in ASEAN (2026)
- Regional Analysis on Demand and Supply for Green Jobs and Green Skills in ASEAN (2026)



Engines of change:

- ASEAN Green Jobs Centre of Excellence (planned in the FAP, under Malaysia's leadership)
- ASEAN Centre of Excellence for MSME in Green Transition (**launched in 2025** as a priority economic deliverable under Malaysia's ASEAN Chairship)



Promotion of green jobs and green skills in ASEAN

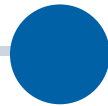
The importance of coherent ASEAN instruments and initiatives, and their mutually-reinforcing implementation



ASEAN Blue Economy Framework (2025)

ASEAN Blue Economy Implementation Plan for Sustainability and Prosperity (2026-2030)

- ACTF-BE

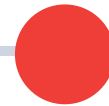


ASEAN Strategy for Carbon Neutrality (2023)

- ATF-CN

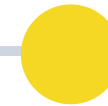
ASEAN Plan of Action for Energy Cooperation (2026-2030)

- SOME



Framework for Circular Economy for the ASEAN Economic Community (2021)

- SEOM



ASEAN Villages Network (2023)

- SOMRDPE

ASEAN sustainable tourism initiatives

- ASEAN NTOs

ASEAN sustainable agriculture and forestry initiatives

- SOM-AMAF

ASEAN environmental education and awareness initiatives

- ASOEN



ASEAN Framework and Action Plan for A Just and Inclusive Transition to Green Jobs, 2025-2030

Vision of Framework and Action Plan: Foster a green and just transition amidst growing environmental concerns, the accelerating pace of digital transformation, and the evolving nature of work across ASEAN by supporting the promotion of green jobs in AMS.

Key objectives:

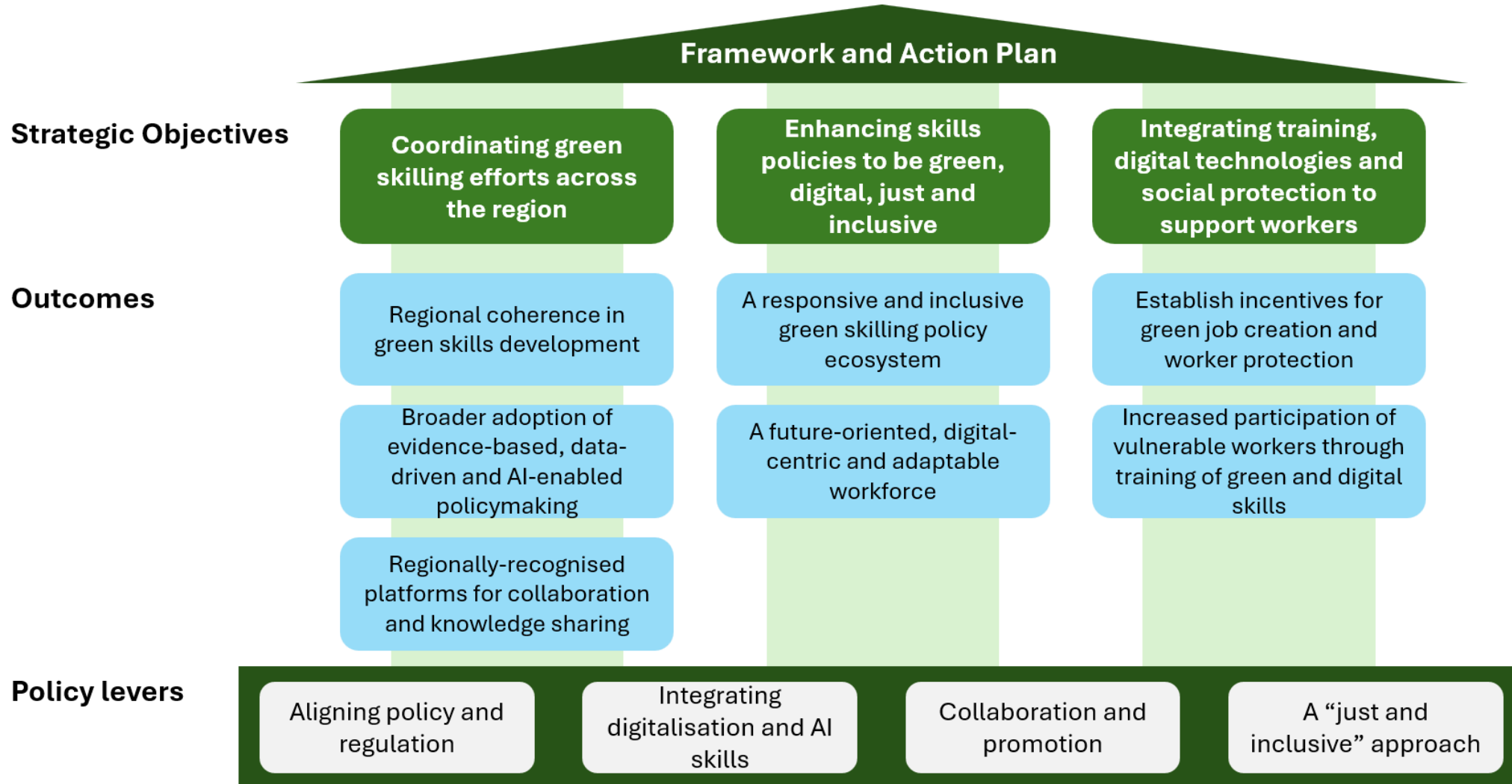
- Enhance **policy coherence** and **stakeholder collaboration** to coordinate green jobs and skills promotion.
- Outline specific **labour and skilling initiatives** to support a just and inclusive transition to green jobs.
- Integrate **training** and **social protection** to support workers and safeguard employment, **incomes**, and **working conditions** in the green economy.
- Facilitate **knowledge exchange, research, and cooperation** across ASEAN Labour Ministries to anticipate green skills demand and disseminate best practices.
- Advance cross-sectoral initiatives for consideration to create a more **holistic approach to green jobs** promotion, ensuring alignment with ASEAN development agendas and the UN SDGs



- + Green jobs can be defined as green when they contribute substantially to enhancing environmental quality, which specifically (but not exclusively) includes jobs that help to protect and restore ecosystems and biodiversity, reduce energy, materials and water consumption, support decarbonisation, develop green technologies and solutions, minimise all forms of waste or pollution, reduce negative environmental impacts or directly create value to the environment – covering both completely new industries and existing traditional sectors that are undergoing transitions.
- + In recognition of the diverse environmental and economic contexts of ASEAN Member States, it is noted that green jobs can exist across a wide variety of industries and stages of economic development.
- + Additionally, these jobs are also decent jobs that can promise access to adequate wages, safe working conditions, social protection, social dialogue mechanisms and worker rights.



Key Components of the Framework and Action Plan



Broader cross-sectoral considerations that go beyond the labour sector

1.

Prioritising and creating sector-specific roadmaps

ASEAN Labour Ministries could consider engaging with other ASEAN sectoral bodies (e.g., ASEAN economic ministries, ASEAN energy ministers, or ASEAN Confederation of Employers) to identify and prioritise which sectors are of importance for national green transition efforts.

2.

Creating targeted support mechanisms for MSMEs

Due to the unique challenges faced by MSMEs, there is a need to develop a specific set of policy approaches to develop green skills among MSME employees –ideally policies that are simple, straightforward, and incentives-based.

3.

Partnering with other working groups to advance marginalised communities

To promote employment and job creation objectives for underrepresented demographics, ASEAN Labour Ministries could engage platforms that represent marginalised communities (e.g., ASEAN Women Entrepreneurship Network, ASEAN Village Network).

4.

Integrating green skills with digital transformation initiatives

As the green transition converges with ongoing technological developments, engaging with ASEAN Digital Ministries could create initiatives that tackle skilling gaps across the entire region through both sustainability and productivity lenses.

5.

Creating financial mechanisms to share resources and support workers

ASEAN Labour Ministries could engage with platforms that can provide resources to fund and support skilling programmes.



Governance and implementation

Sustained AMS support through ASEAN bodies and partners, underpinned by multi-stakeholder cooperation and private sector collaboration will be key to ensure effective, economically sustainable green skilling and jobs policies.

Roles, Responsibilities, and Resources

- 1 Institutionalising implementation through the Senior Labour Officials Meeting (SLOM), and oversight through the ASEAN Labour Ministers Meeting (ALMM):** SLOM, with close support from the ASEAN Secretariat, should coordinate, consult, and track the Framework and Action Plan's while reporting progress to ALMM.
- 2 Prioritising multi-stakeholder engagement:** Engagement with the trade unions, private sector, civil society, academia, and development partners is considered essential to implementing the Framework and Action Plan. Other ASEAN sectoral bodies and stakeholders should also be consulted during the design of key projects and initiatives.
- 3 Establishing resource sharing mechanisms:** This includes sharing policy evaluation studies, promoting access to skills platforms and best practices, highlighting case studies of successful implementation, and establishing regional-level funding platforms, including through the proposed ASEAN Green Jobs Centre of Centre (AGJCOE).

Monitoring, Evaluation, and Knowledge Sharing

- 1 The proposed AGJCOE shall be the platform to track regional progress, promote cross-collaboration, and provide technical assistance to AMS:** SLOM could collaborate with the proposed AGJCOE to assess the progress of each AMS based on a preliminary tracking.
- 2 There is room for further refinement of specific indicators and targets for regional and national green job initiatives:** Deep consultation with relevant cross-sectoral stakeholders across labour, environmental, and economic ministries and agencies to is needed set specific measurable and timebound targets for implementation.
- 3 Assigning the ASEAN Green Jobs Forum (AGJF) as an annual platform for knowledge sharing:** The Forum will serve as a platform for government representatives, private sector stakeholders, civil society, with the AGJCOE helping to convene, exchange insights, and highlight emerging trends and challenges related to green employment.



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